

ROUNDTABLE 3

HUMAN CAPITAL FOR HEALTH IN MALAYSIA

**Specialist Brain Drain from Government
Hospitals:
A Case in Penang (2016-2019)**

Lim Chee Han, PhD

DATE
18 SEPT 2019

TIME
0900-1700

LOCATION
KLSCAH LV1 EXHIBITION HALL

ILLUSTRATION CREDIT TO: SHIRI VASANEN (BEHANCE.NET)

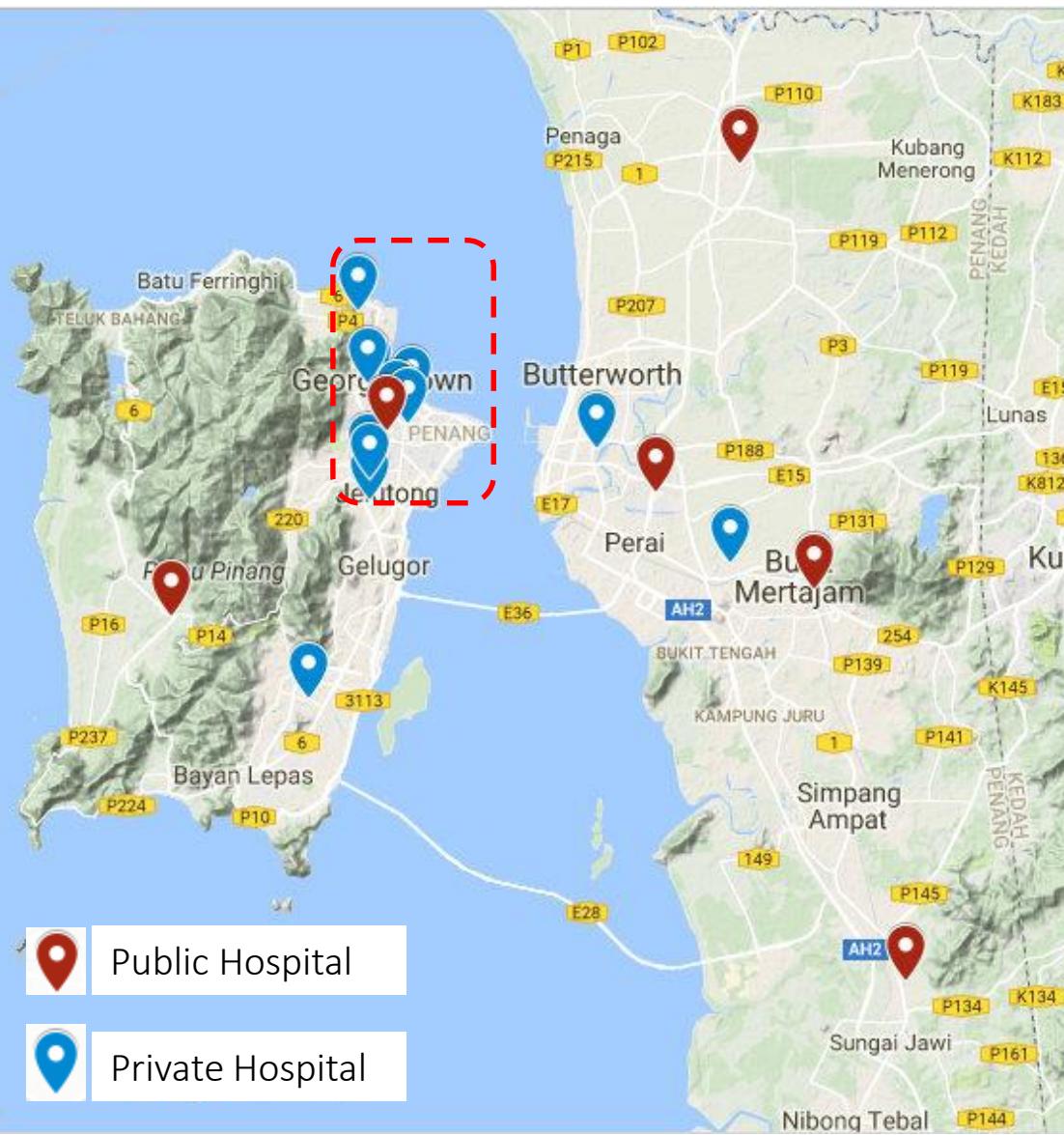


Penang as a Medical City

“Taking cognizance of the efforts of these players in healthcare services in Penang, it is my aspiration to develop and promote Penang as the *Medical City for the Region*. As a Medical City, not only medical or healthcare services are provided but it also entails an extensive dimension of services”

Speech by **Former Penang Chief Minister Lim Guan Eng**
‘Penang Dialogue — Penang’s Healthcare Sector: Strategies, Synergies and Opportunities’,
Tanglin Club in Singapore on 11th Aug 2011

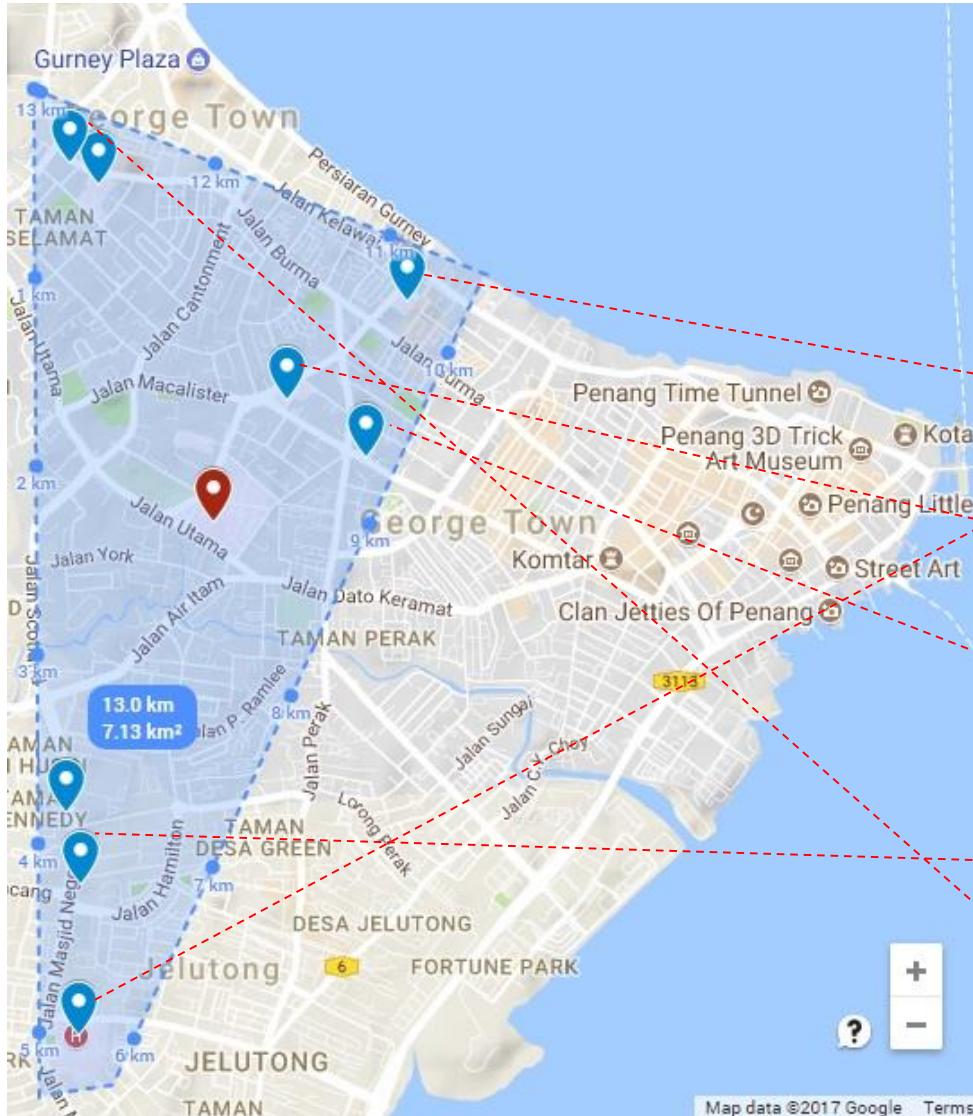




Medical Facilities in Penang (2016)

- **6** Public Hospitals
- **2,065** Beds
- **13** Private Hospitals
- **2,219** Beds
- **96** Public Clinics
- **522** Private Clinics
- **41** Public Dental Clinics
- **148** Private Dental Clinics

Source:
Health Facts 2016 Pulau Pinang,
Ministry of Health Malaysia



Penang Centre of Medical Tourism (PMED)

- Bagan Specialist Centre
- **Gleneagles Penang**
- **Hospital Lam Wah Ee**
- **Island Hospital**
- KPJ Penang Specialist Hospital
- **Loh Guan Lye Specialist Centre**
- Mount Miriam Cancer Hospital
- **Optimax Eye Specialist Hospital**
- Pantai Hospital Penang
- **Penang Adventist Hospital**



Public Hospital



Private Hospital



2.91 million foreign + 3.47 million domestic visitors to Penang in 2016

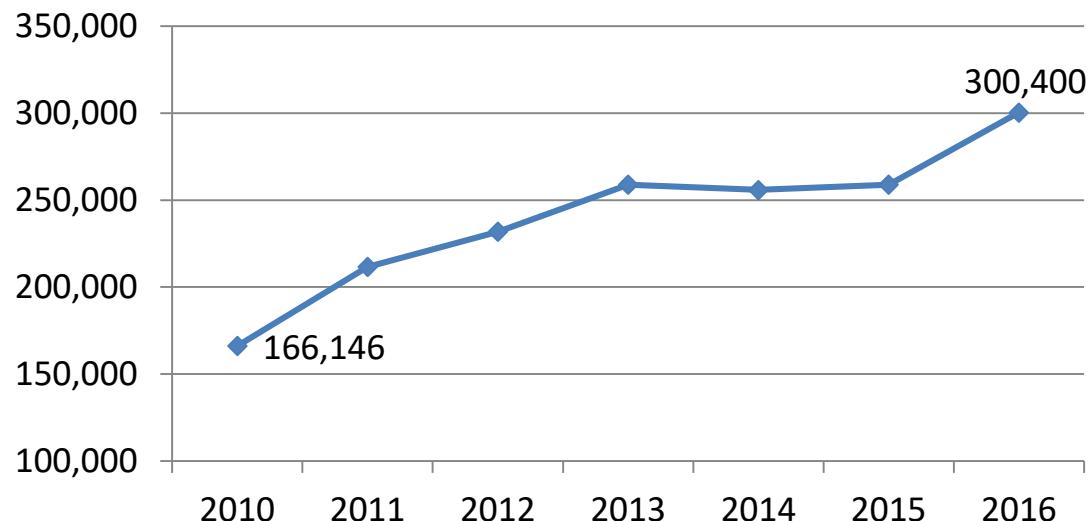
Source: Hotel Guests statistics, Tourism Malaysia

300,400 health tourists visited Penang in 2016

- 10.3% of all foreign visitors to Penang
- 60.9% of all health tourists to Malaysia

Source: Malaysia Healthcare Travel Council and own calculation

Number of Health Tourists to Penang



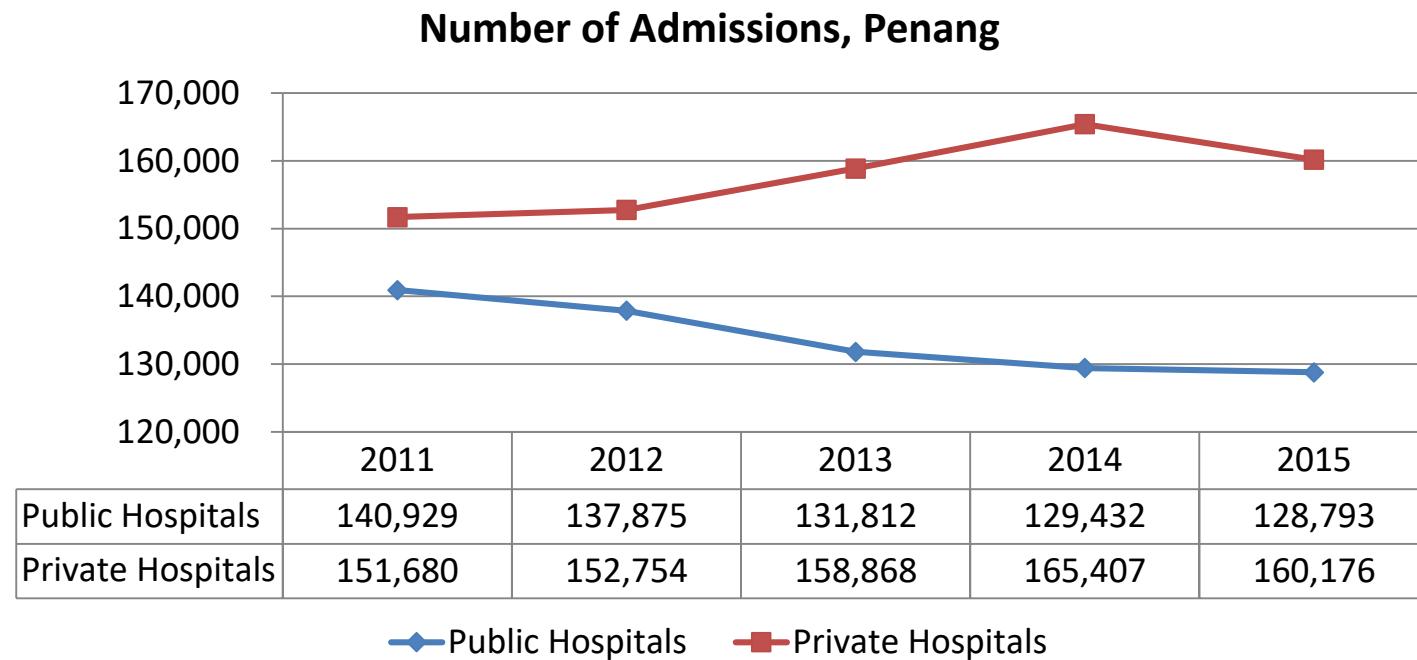
2010 to 2016:
↑ 81%

‘If all Indonesian patients stop coming to Penang, the amount of revenue loss is equivalent to the operating cost per year for two average-sized private hospitals’.

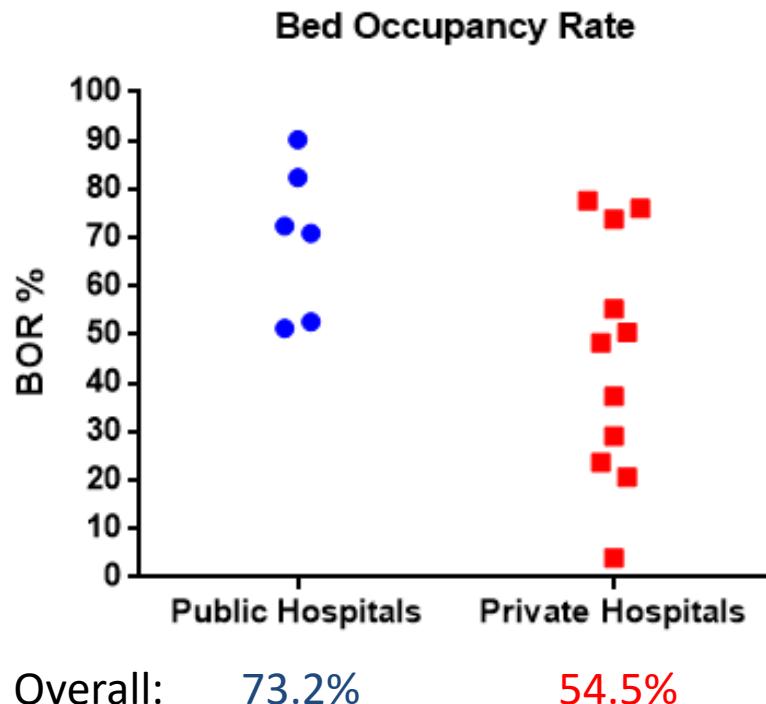
Gleneagles Penang CEO
(in Liew & Lim, 2015)



Hospital utilisation: Admission

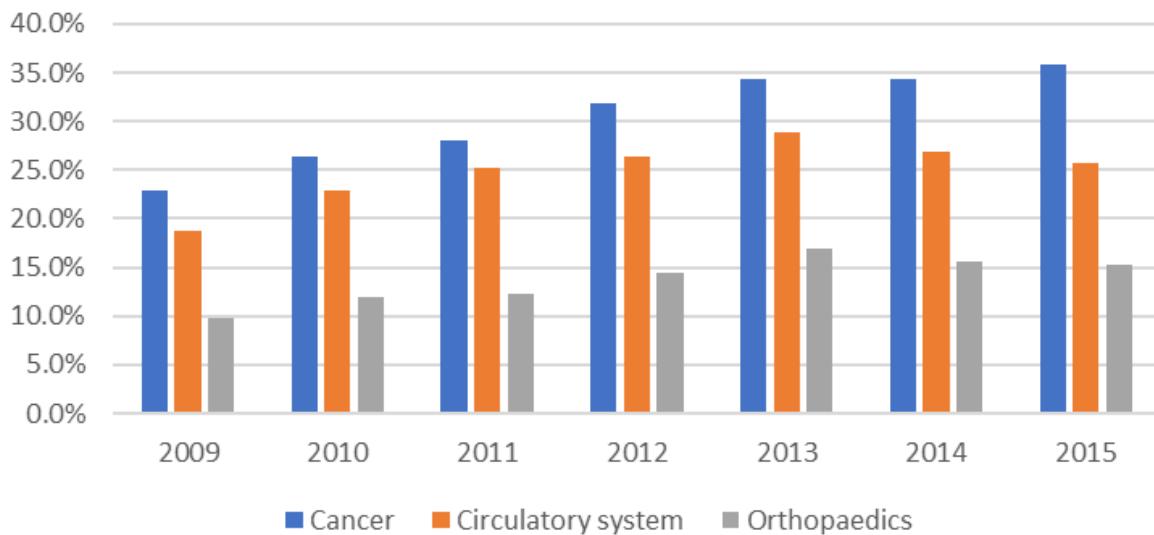


Hospital utilisation: Bed Occupancy Rates (2016), Penang



Hospital utilisation by 3 major inpatient treatment categories in private hospitals, Penang

Surgery patients at Penang private hospitals:
Non-Malaysians



Source: Ministry of Health Malaysia

Healthcare travellers as % of patient load (2015)

- Cancer procedures
 - >50% for 1 hospital
 - >40% for 3
 - >30% for 2
 - Penang avg: 36%
- Circulatory procedures
 - >50% for 1 hospital
 - >40% for 1
 - Penang avg. 26%
- Orthopaedics
 - >40% for 1 hospital
 - Penang avg: 15%

Wealth from health target

NATION

Tuesday, 04 Sep 2018

12:00 AM MYT

By HEMANANTHANI
SIVANANDAM



KUALA LUMPUR: Malaysia hopes to double its earning to RM2.8bil through medical tourism by 2020.

Last year, the country earned RM1.3bil from medical tourists, said Deputy Finance Minister Datuk Amiruddin Hamzah.

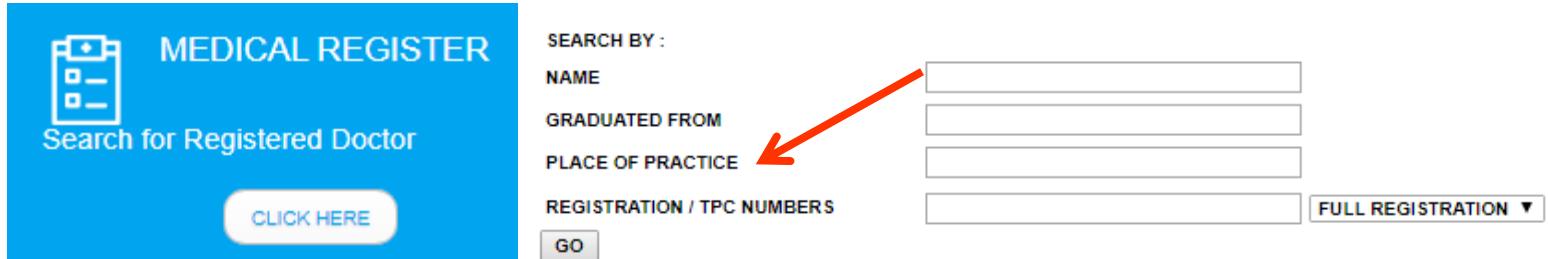
He said in order to achieve the target, Malaysia needed around **two million healthcare travellers in two years' time.**

Design a study on the brain drain of medical specialists



Research Methodology

Step 1:



MEDICAL REGISTER

Search for Registered Doctor

CLICK HERE

SEARCH BY :

NAME

GRADUATED FROM

PLACE OF PRACTICE

REGISTRATION / TPC NUMBERS

GO

FULL REGISTRATION ▾

Medical Register (under MMC)

Get hold of the information:

Doctor Names, Places of practice for past 3 years (primary and secondary), Date of full registration, APC renewal

Research Methodology

Step 2:

NSR

HOME ABOUT NSR REGISTRATION SPECIALTIES SPECIALIST 

SPECIALIST SEARCH

NSR NO NSR No	NAME Name
CITY TOWN City Town	STATE Choose...
FIELD OF PRACTICE Choose...	SECTOR Choose...
CITIZENSHIP Choose...	

SHOW **RESET**

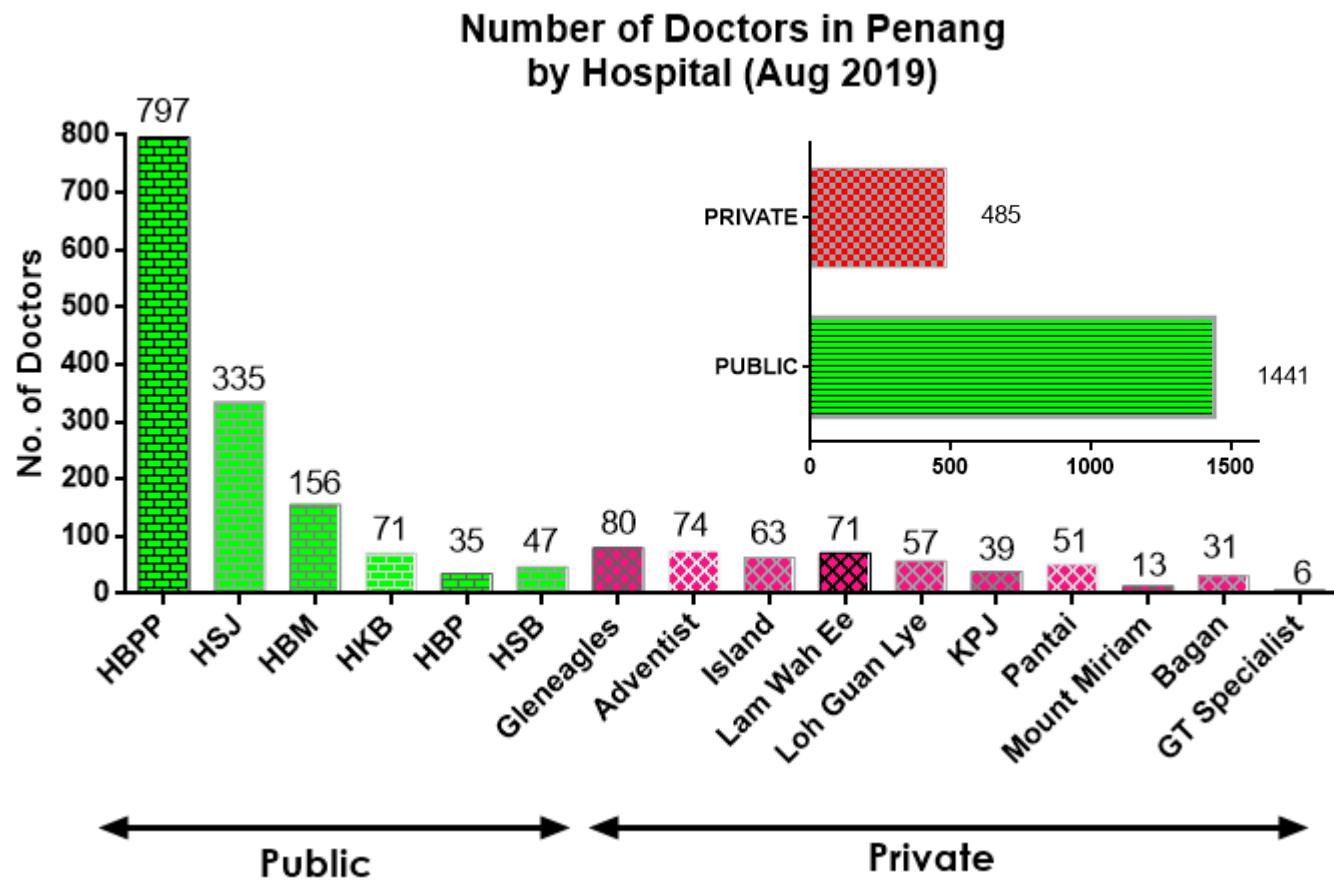
National Specialist Register (NSR)

Using the names you've got from the Medical Register, to crosscheck if the persons are specialists:

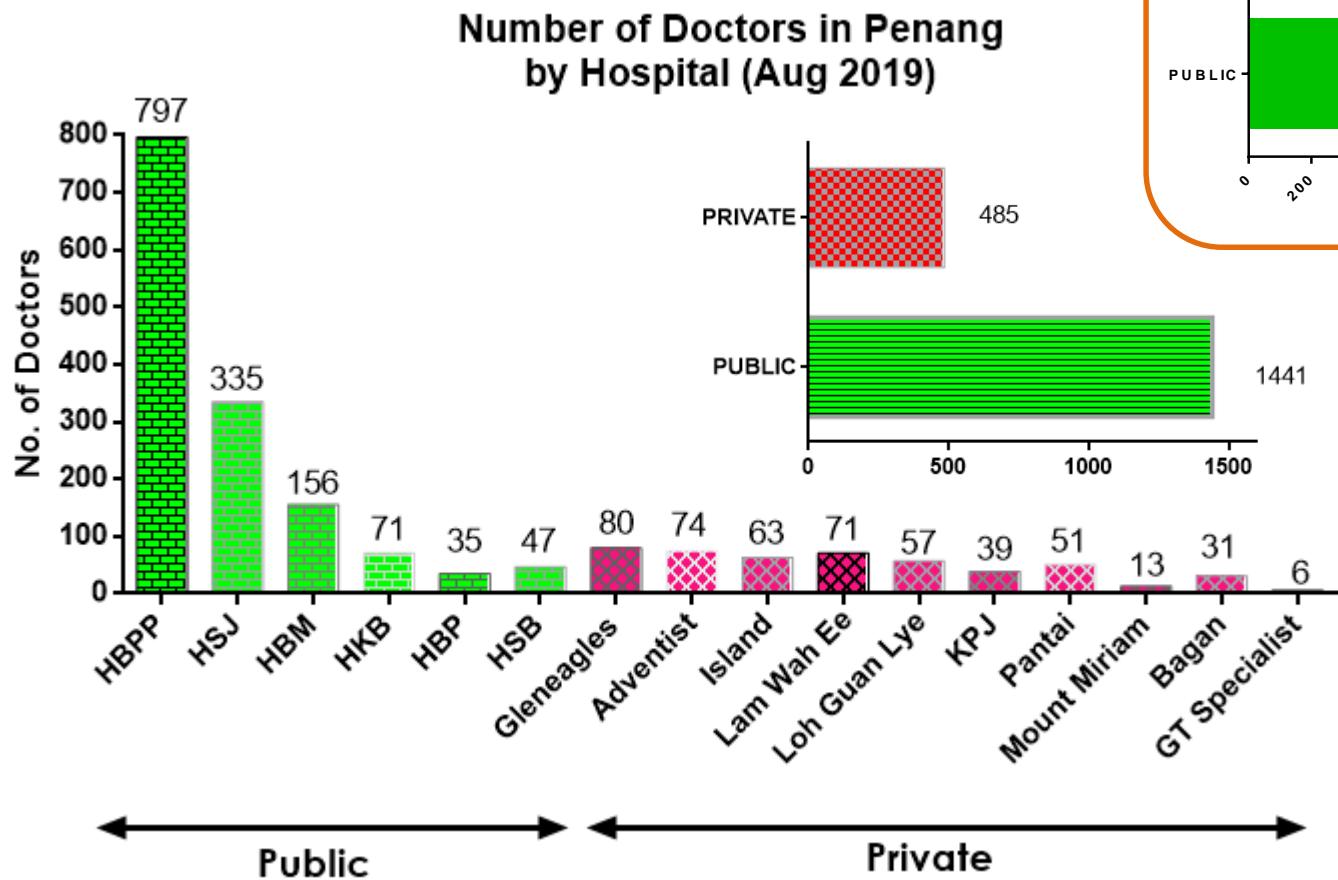
Information of interest:

Specialist areas (First and second), date/year of specialist degree award

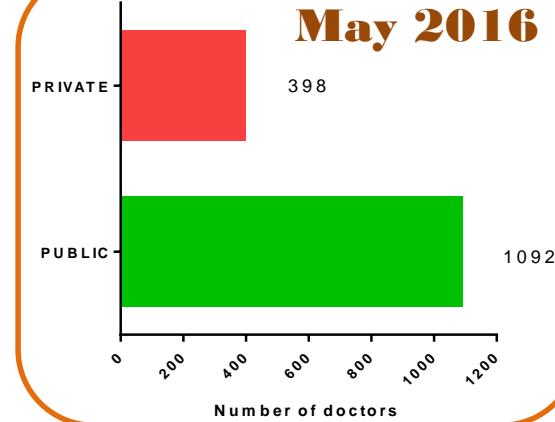
Result 1: Hospital-based Doctors



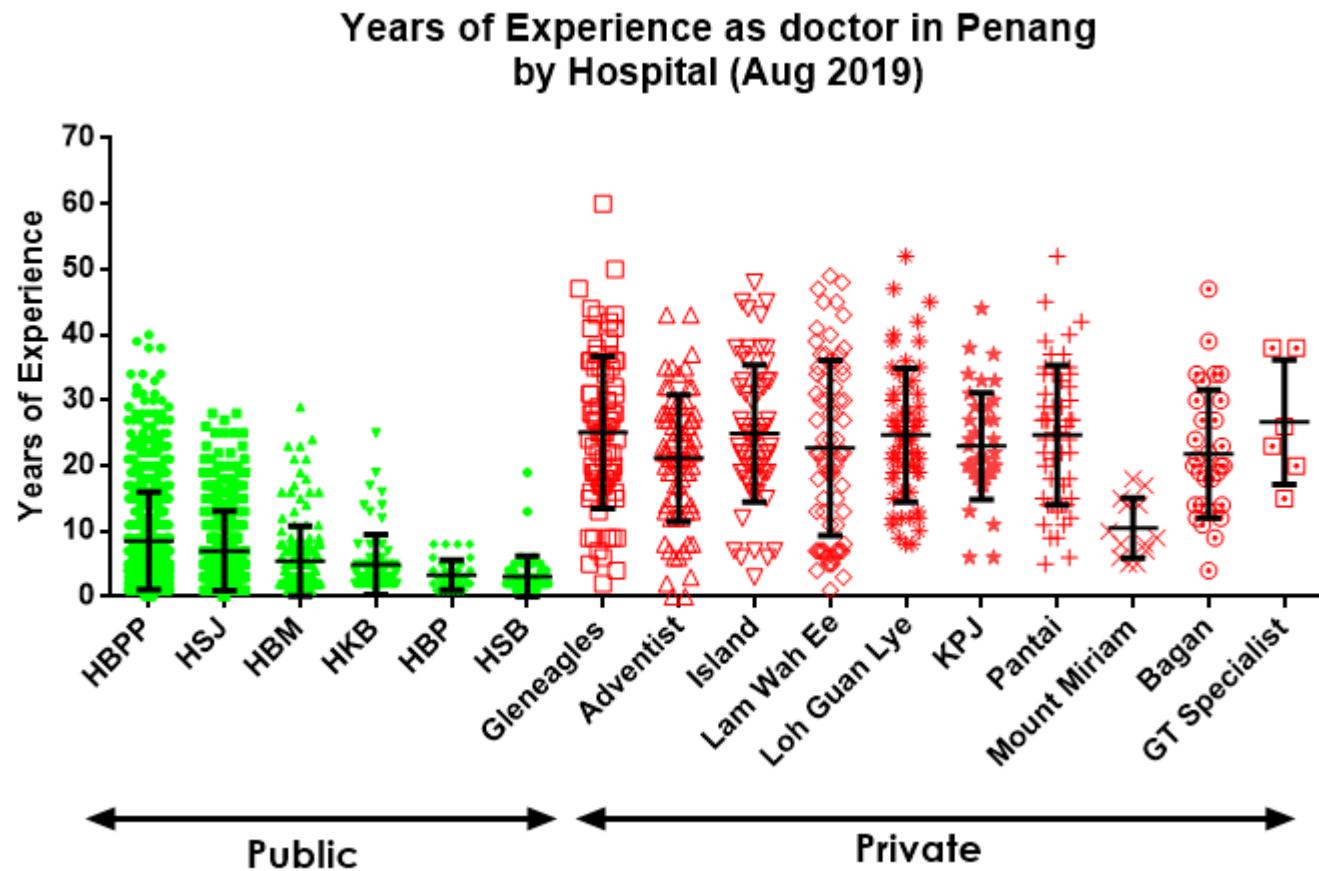
Result 1: Hospital-based Doctors



May 2016

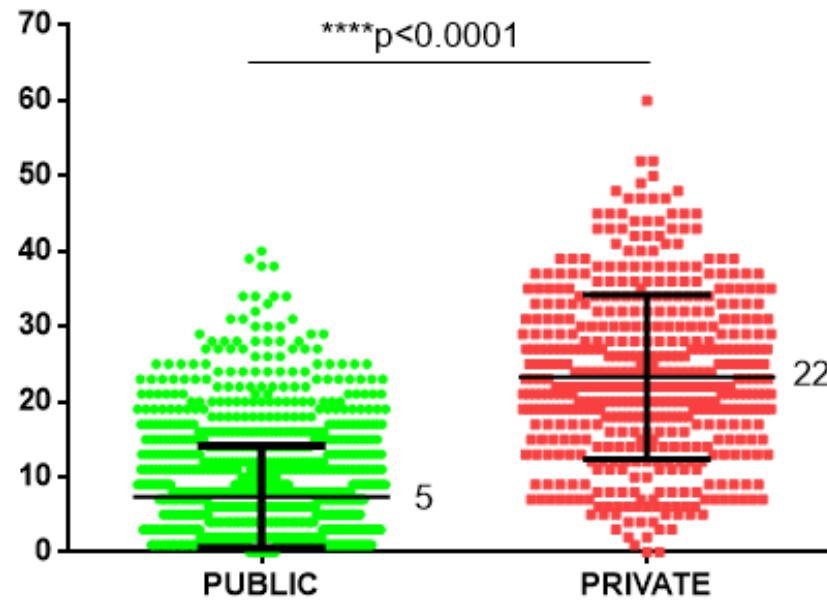


Result 2: Work Experience

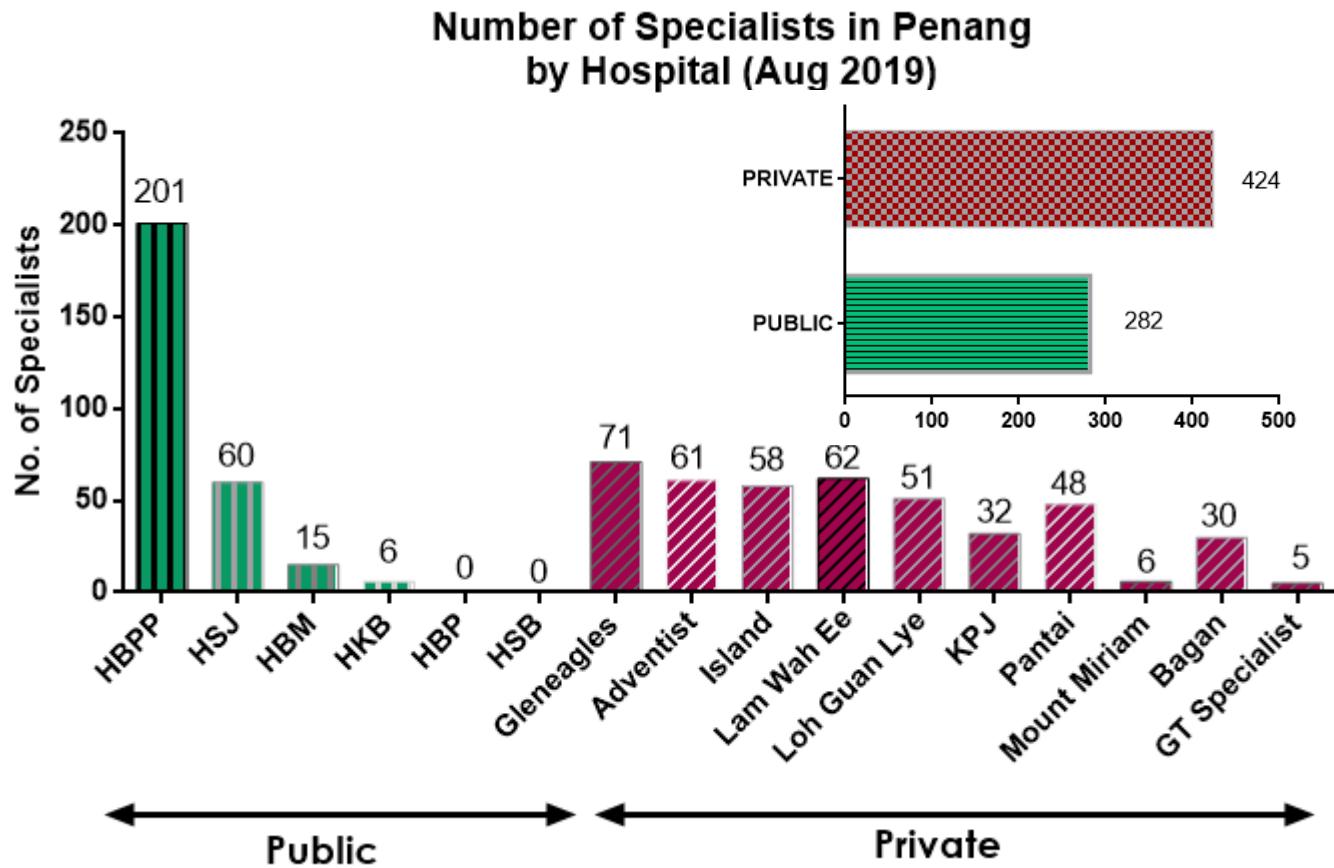


Result 2: Work Experience

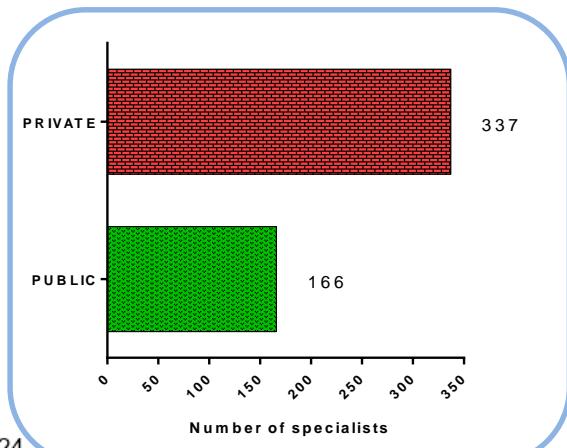
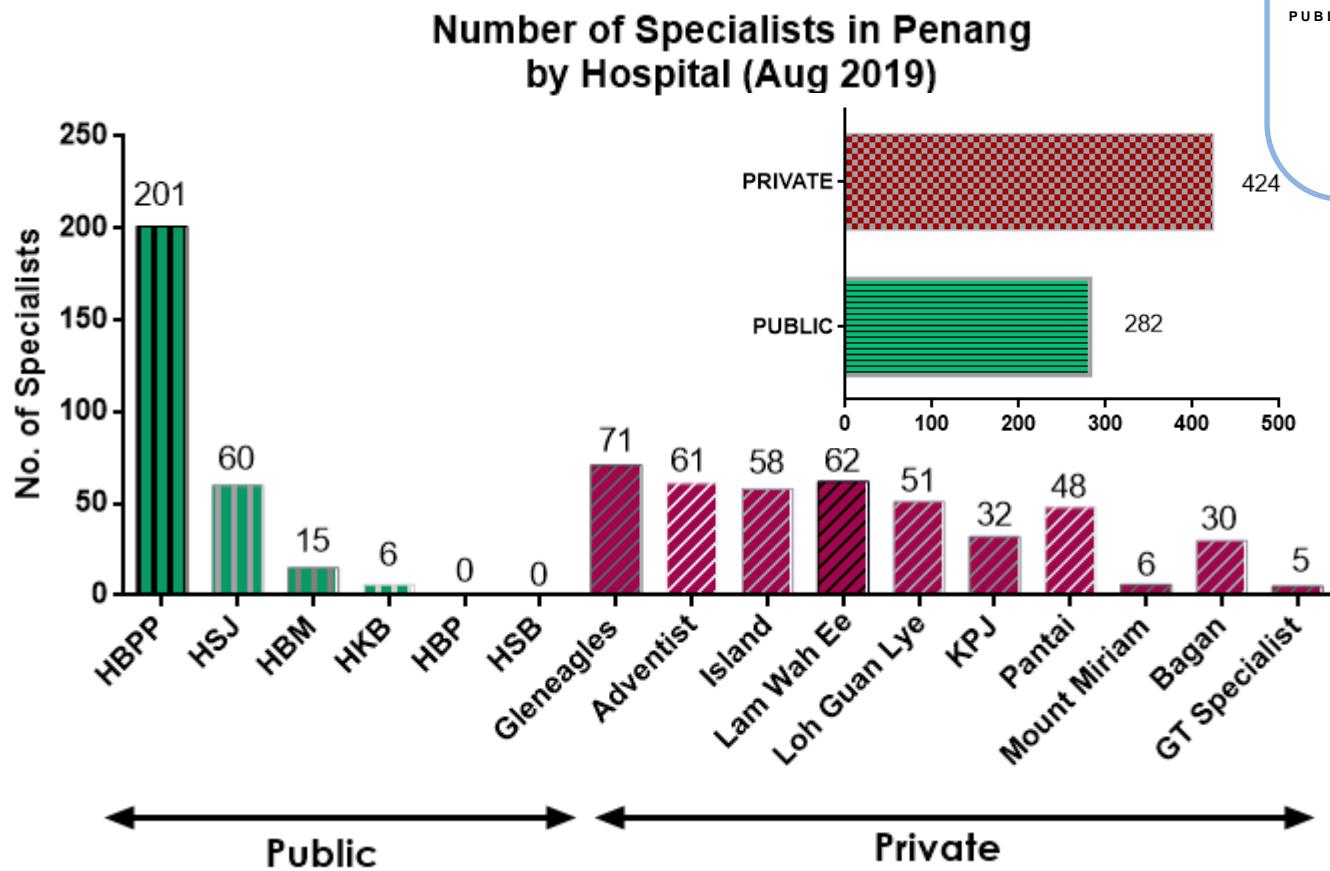
Years of Experience as Doctor in Penang
by Sector (Aug 2019)



Result 3: Specialists



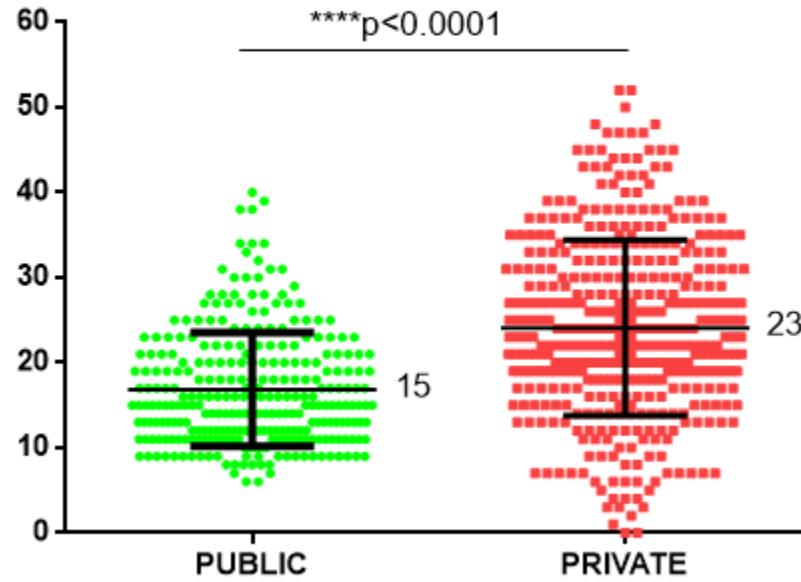
Result 3: Specialists



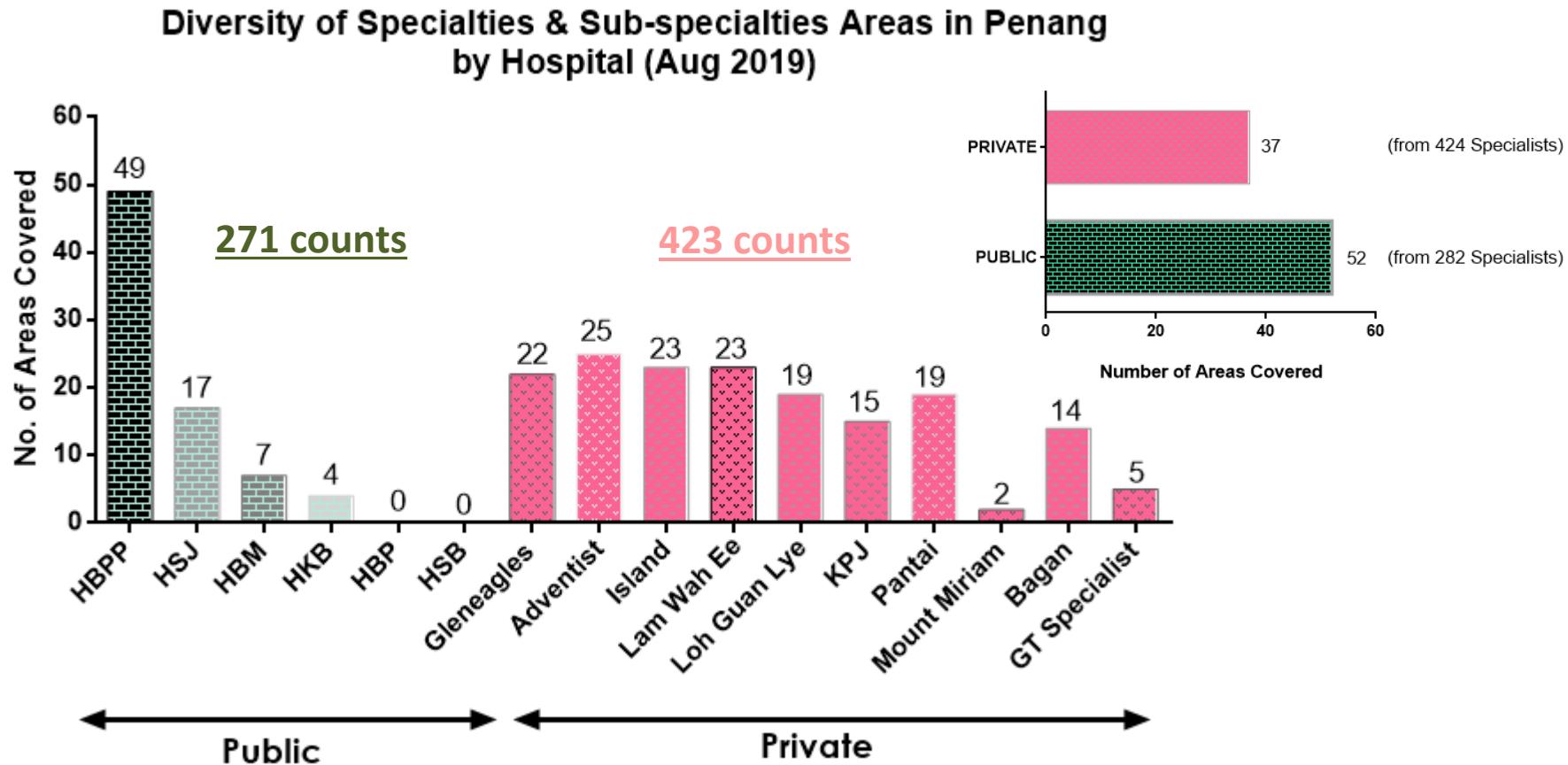
May 2016

Result 4: Specialist's work experience

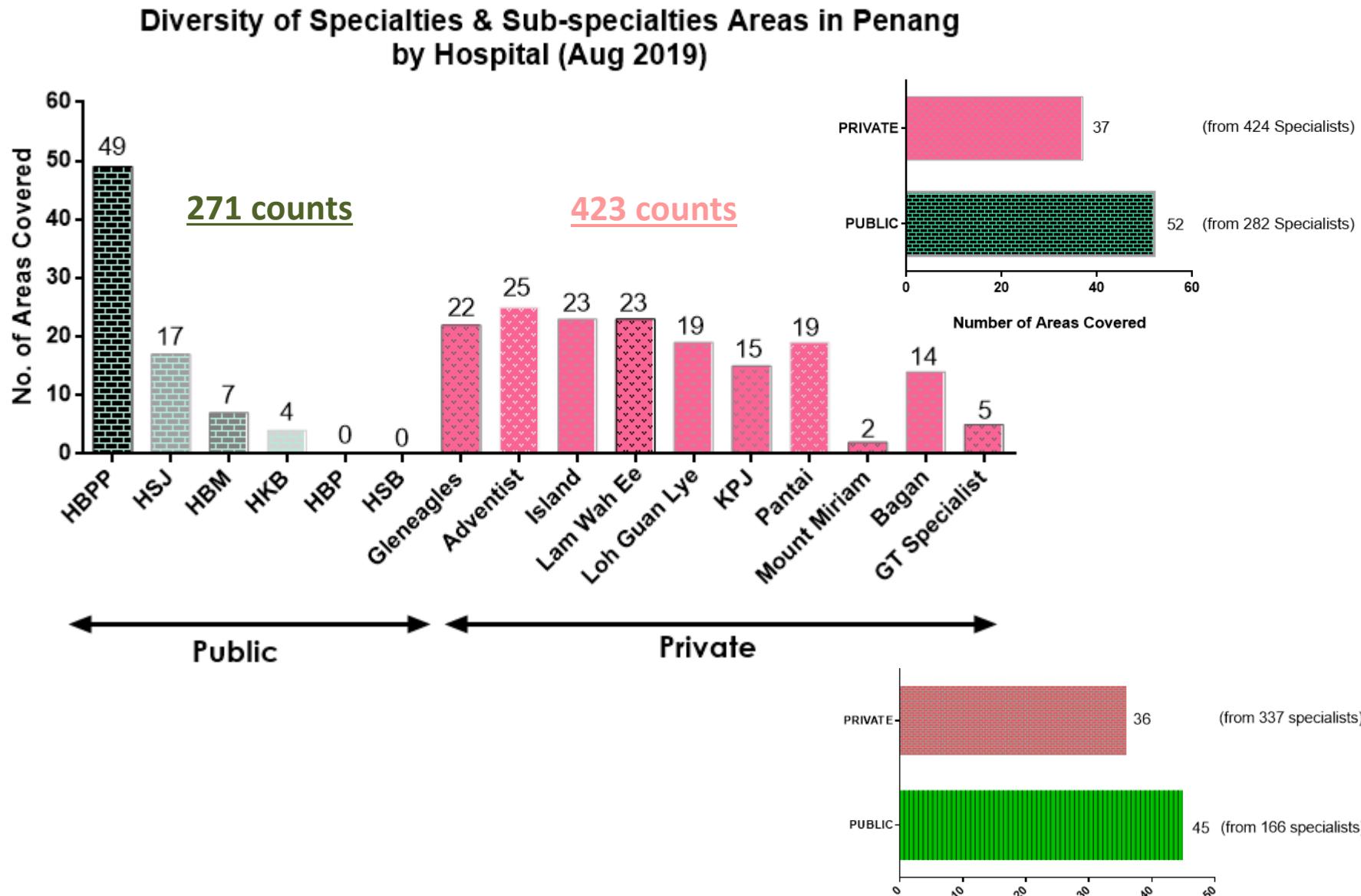
**Years of Practice for Medical Specialists in Penang
by Sector (Aug 2019)**



Result 5: Diversity of Specialties Areas



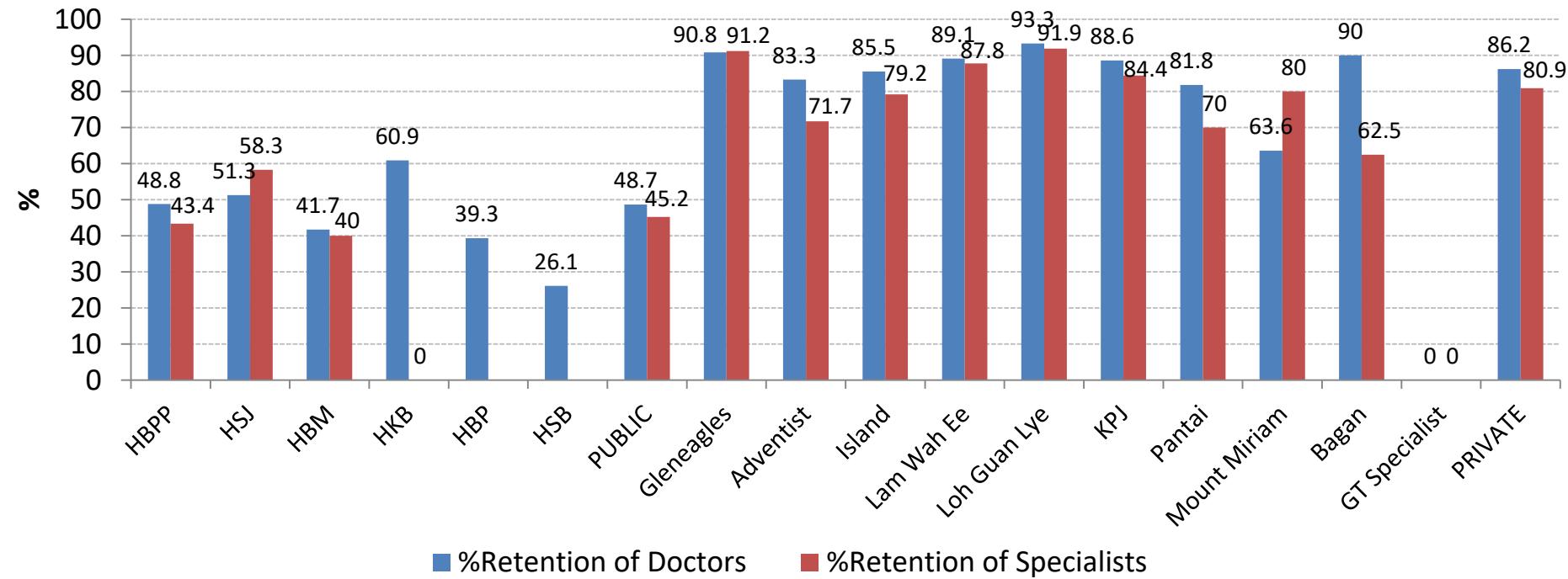
Result 5: Diversity of Specialties Areas



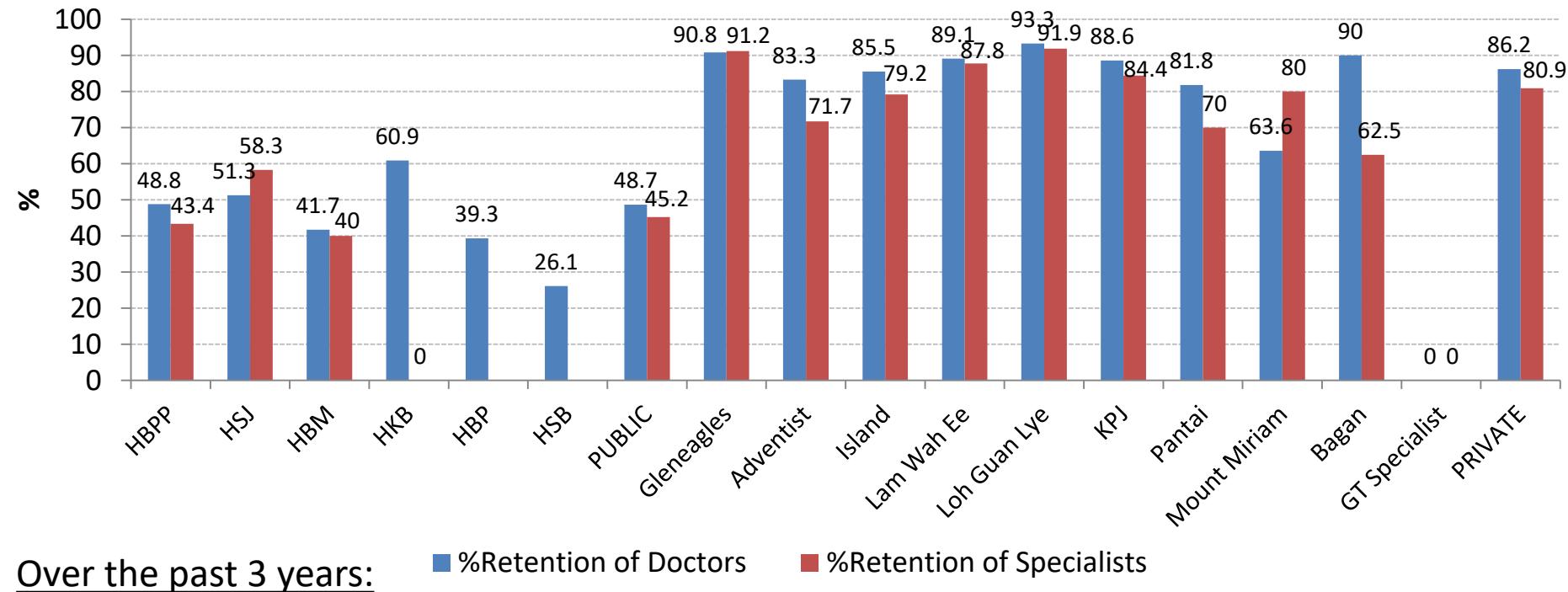
Specialties and Sub-specialties Areas	PRIVATE	PUBLIC
CARDIOLOGY	30	6
CLINICAL ONCOLOGY	15	4
CLINICAL RADIOLOGY	32	13
OBSTETRICS AND GYNAECOLOGY (O & G)	40	14
GENERAL SURGERY	38	14
CARDIOTHORACIC SURGERY	6	3
OPHTHALMOLOGY	25	7
OTORHINOLARYNGOLOGY	20	6
ORTHOPAEDIC SURGERY	41	13
GASTROENTEROLOGY & HEPATOLOGY	12	2
EMERGENCY MEDICINE	2	12
REHABILITATION MEDICINE	0	4
INFECTIOUS DISEASES	0	4
ANATOMICAL PATHOLOGY	3	8
PSYCHIATRY	3	8
ANAESTHESIOLOGY AND CRITICAL CARE	41	32
GENERAL PAEDIATRICS	30	34
DEVELOPMENTAL PAEDIATRICS	0	1
NEONATOLOGY	5	3
PAEDIATRICS AND CHILD HEALTH	0	2
PAEDIATRIC CARDIOLOGY	4	2
PAEDIATRIC DERMATOLOGY	0	1
PAEDIATRIC HAEMATOLOGY & ONCOLOGY	0	1
PAEDIATRIC INFECTIOUS DISEASES	0	2
PAEDIATRIC INTENSIVE CARE	0	1
PAEDIATRIC NEPHROLOGY	0	2
PAEDIATRIC NEUROLOGY	0	3
PAEDIATRIC RESPIRATORY MEDICINE	0	1
ANATOMICAL PATHOLOGY	3	8
CHEMICAL PATHOLOGY	0	2
HAEMATOLOGY	0	5
MEDICAL MICROBIOLOGY	0	4
FORENSIC PATHOLOGY	0	2
TRANSFUSION MEDICINE	0	3



Result 6: Retention of Doctors/Specialists



Result 6: Retention of Doctors/Specialists



Over the past 3 years:

■ %Retention of Doctors ■ %Retention of Specialists

Fact 1: Penang Private hospital sector saw 68 doctors moved in, out of which 38 are from Public sector (56%), 33 are specialists (87%) !

Fact 2: Penang Public hospital sector saw 535 doctors moved out, out of which 55 moved to Private sector (10.3%).

Recommendation

To halt 'brain-drain', the Federal Government should impose 'specialist transfer' fees chargeable to the destination of the private hospital according to the years of experience of a particular specialist.*

To reverse 'brain-drain', the Federal Government should mandate specialists to serve in public hospitals for at least a year every 5 years (as the condition for NSR renewal), unless the specialist has already co-practised in both sectors (and clocked in certain hours in public).

** The fee will be accrued in a fund kept solely for the purpose of retaining specialists in the public sector, i.e. giving financial bonuses or awards to the specialists praiseworthy of good performance in the public sector.*

'Transfer' fee could be reduced if the leaving specialist would (i) sign an agreement with the MOH that he/she will be returning after certain years, (ii) co-practise in the public sector, (iii) be undergoing sub-specialty training, with the cost borne by the private hospital.

Free 'transfer' is allowed for non-specialist MOH medical officers.

A similar policy should be extended to allied health practitioners, such as nurses and pharmacists.

